



BayCISS

Bayside Community Information
& Support Service Inc.

INCORPORATING CASTLEFIELD COMMUNITY CENTRE

ANNUAL REPORT

2024-2025

BAYCISS RESPECTFULLY ACKNOWLEDGES AND CELEBRATES THE TRADITIONAL OWNERS AND CUSTODIANS OF OUR LAND, THE BUNURONG PEOPLE OF THE KULIN NATION AND THEIR RICH AND CONTINUOUS CONNECTION TO THE LAND. WE ALSO PAY OUR RESPECTS TO THEIR ELDERS, CHILDREN AND YOUNG PEOPLE OF PAST AND PRESENT GENERATIONS.



Bayside Community Information and Support Service Inc.
ABN 55 744 288 093

BayCISS is registered with ACNC and is endorsed as a Deductible Gift Recipient

Please note this report is a snapshot of BayCISS information and is not intended as a complete record of all activities.

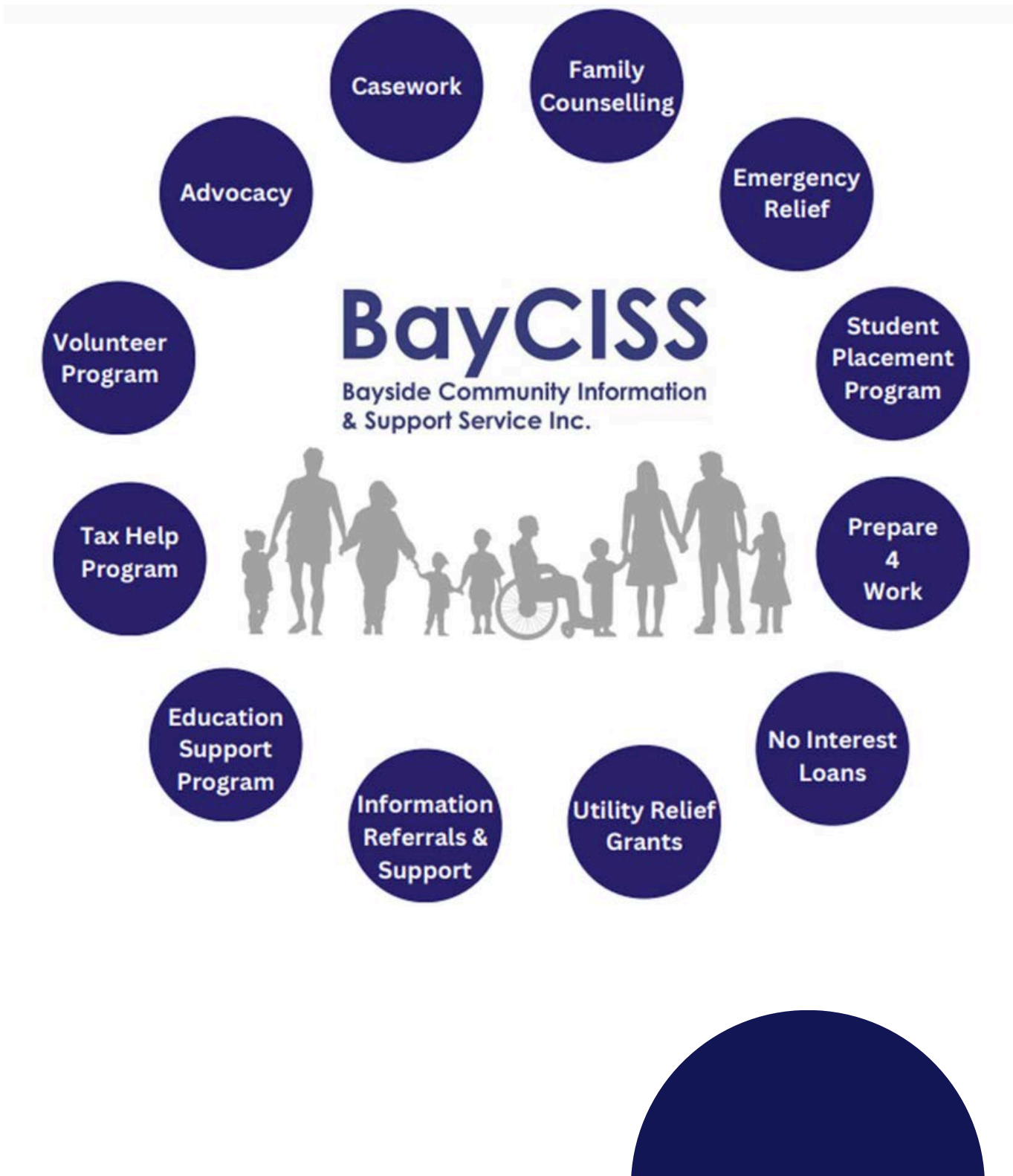


Front Cover. Students Brianna and Lyke

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INFORM. EMPOWER. CONNECT.



Your wonderful staff just keeps growing. Now you have Sian along with Jo, Lynda, Bridgette & Helen.

I wish you the happiness you deserve as every day you bring it to others .

Dear Rose, I wanted to tell you how lucky you are to have such nice people working for you and now another addition to the BayCISS Family . It's difficult at times for some people to ask for help even though people tell them they deserve it ...but when you meet people like Monique it makes our lives easier .

I would not be here today if it was not for people like you. I was in bad shape when I came to live on this side of the city and was sent to BayCISS. Under your care and guidance, I am getting back on my feet. It's been a long hard trot but knowing I have people like you makes the difference between life and living.

Helen Byrne (Caseworker) shares Amanda's Story

Amanda is a mother of two children aged five and seven years of age and she was experiencing family violence when she arrived at BayCISS. Immediate support included:

- Safety planning and referral to family violence supports including The Orange Door*
- Housing information, advocacy and referral including support to access Launch Housing*
- Referral for Education support to assist with immediate educational expenses and support to access further funding through external sources*
- Advocacy and financial support with utility bills*
- Access to healthy foods*
- Information on her rights and access to income*
- Budgeting assistance*
- Referral to financial counselling for existing debts*
- Referral for family support and counselling services*

Amanda's immediate crisis was addressed whilst longer term supports and information were provided to empower and resource her future.

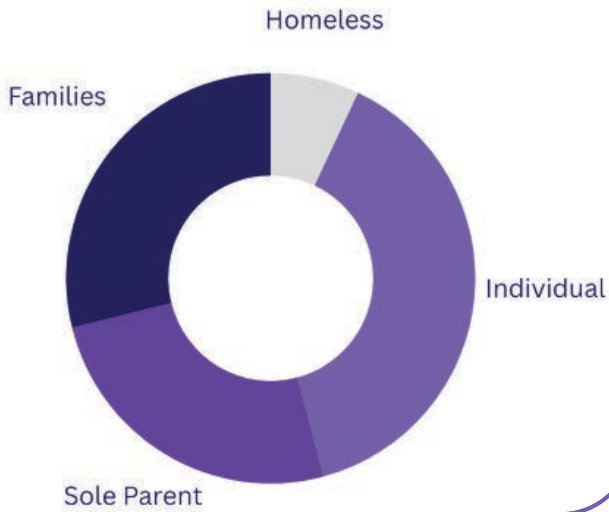
Casework provides holistic support and empowerment to achieve positive outcomes.

BayCISS SNAPSHOTS



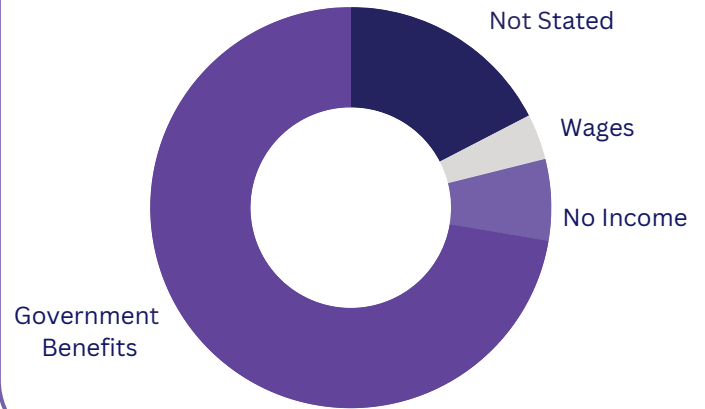
Household Composition

30% of recipients care for children



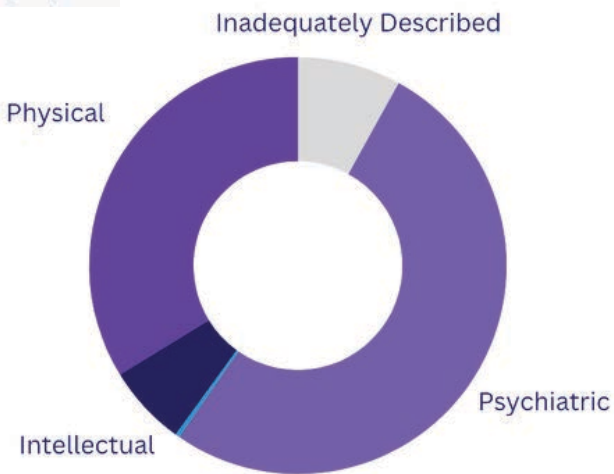
Source of Income

82% of recipients dependent on Government Benefits



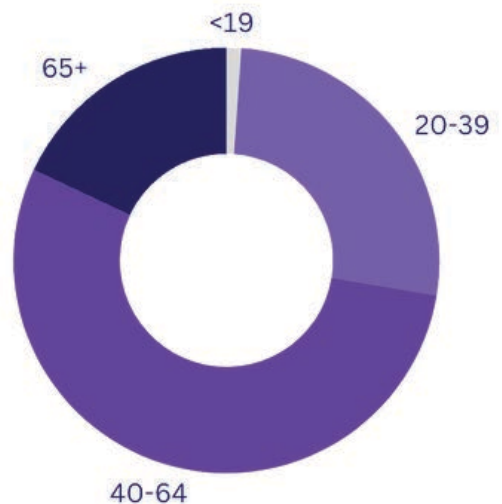
Disability

52% of recipients with a disability identified a psychiatric disability



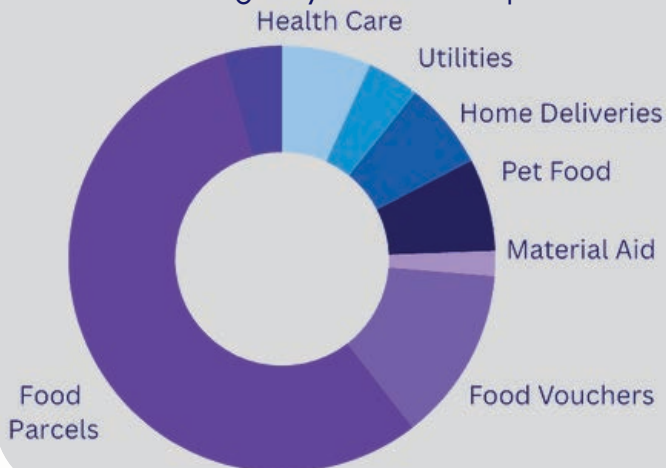
Distribution of Age

52% of recipients are aged 40 - 64



Emergency Relief

71% of emergency relief is comprised of Food Parcels & Food Vouchers



Community Donations

\$253,650

A MESSAGE FROM GEOFFREY CUNNINGHAM PRESIDENT - COMMITTEE



When I reflect on the last twelve months I sense a year of real achievement. Thanks to the very generous support of Bayside City Council we have improved the functionality of the Katoomba Street premises; in particular the reception area and a new meeting room. We were also advised by BCC of a capital allocation of \$1.5million to go towards the development of new premises. We greatly appreciate the support of local council – in particular the advocacy of Cr Andrew Hockley.

Our operational performance resulted in a loss of \$7,000 which is a great achievement given the increased demand for assistance and a substantial increase in operational costs. I'd like to record my personal appreciation of CEO Rose Paduano, and Sally Kuhr for her coordination of Castlefield Community Centre.

During the year we were also the recipient of a substantial increase in philanthropy and an increase in volunteers offering much appreciated assistance, co-ordinated by Jen Peatfield.

I have decided to step down prior to the AGM due to a serious medical diagnosis and the Committee have elected Kathy Walker OAM as Chair, which will be ratified at the AGM. During the year we welcomed two new committee members – Angela Woods Spinney and Arne Buchholz who, I'm sure, will both make a valuable contribution.

Katoomba Street Renovations 2025



BEFORE

DURING

AFTER

A MESSAGE FROM KATHY WALKER OAM ACTING PRESIDENT - COMMITTEE



This year has been a period of renewal and reflection for BayCISS. We welcomed new Committee members while farewelling several long-standing contributors whose commitment and service have shaped the organisation we are today.

I would like to acknowledge the significant contributions of:

- Geoffrey Cunningham – President 2022–2025
Geoff made a substantial impact through his advocacy for new premises and the renovation of our existing facilities. Each week, he also collected food donations and, during lockdowns, delivered them directly to clients alongside Arthur Hubbard.
- Daniel Czech – Risk & Governance Sub-Committee 2020–2025
- Glenda Harkin – Treasurer (for the second time!) 2023–2025
- Arthur Hubbard – Member since 2019 and President 2020–2022

BayCISS remains the only funded emergency relief organisation in Bayside, also providing support across the northern part of Kingston. We continue to witness increasing community need while reliable funding sources become more limited.

While it is pleasing to report that BayCISS remains financially secure, we recorded a modest deficit of \$6,000 this year. Like many not-for-profit organisations, we recognise the importance of broadening and diversifying our funding base to ensure sustainability. Throughout the past year, our Committee, staff, and volunteers have worked diligently to strengthen BayCISS's foundations. We have explored opportunities for shared resources with other community organisations, formalised our approach to philanthropy and fundraising, and deepened relationships with government representatives, Members of Parliament, and local councils.

A series of strategic planning sessions with external facilitators has helped us refine our priorities and establish dedicated subcommittees focused on governance, constitutional review, fundraising, strategic planning, and finance.

The Committee's role is to ensure BayCISS remains financially viable and strategically focused, enabling our core work of supporting the community through high-quality, targeted services. Community needs evolve with social, environmental, and political change, and BayCISS is well positioned to adapt and meet these emerging challenges.

Our success is only possible because of our dedicated staff and volunteers, whose professionalism, compassion, and commitment underpin everything we do.

I wish to acknowledge our major funders: Bayside City Council, City of Kingston Council, and the Department of Families and Fair Housing for their continued support.

A special thank you also goes to:

- Janet Matheson, Vice President and Coordinator of our Education Support Program, who has strengthened relationships with local schools and connected families to BayCISS's wraparound services.
- Liz Miller and Wendy Buckland, long-term volunteers who bring skill, kindness, and warmth to their work each week, ensuring our most vulnerable clients feel supported and respected.
- Judy Schofield and Shirley Smith who steered the NILs program for 10 and 2 years respectively.

BayCISS continues to be a vital part of our community - resilient, responsive, and deeply committed to those who need us most.



Thank you to Barry and Judy Schofield for your years of support to the BayCISS community.

**A MESSAGE FROM
ROSE PADUANO
CHIEF EXECUTIVE OFFICER**



Over the past year, much has remained the same. The number of locals needing our support continues to grow, while the rising cost of living and lack of affordable housing continue to impact the most vulnerable in our community. One thing, however, remains clear and I quote CISVic when I say - we are strongest when we work together.

There has been significant change in the landscape of emergency relief, which will continue to unfold over the coming year. BayCISS has recently experienced a 50% reduction in Department of Social Services funding which is a disappointing and concerning outcome given the current climate. While the majority of our emergency relief funds come from donations and individual grants, this reduction places additional pressure on our team and resources. We are deeply grateful for the continued support of Bayside City Council, City of Kingston, the Department of Families, Fairness and Housing, and many others who continue to hold us up.

At BayCISS, we strive to remain relevant, responsive and people-focused in all that we do. Our Katoomba Street site stands at the frontline, where our team works daily with individuals and families in crisis. Those who are worried about their next meal, covering school or medication costs, or finding secure housing. Our Castlefield site, provides a community hub where families entrust their children to our occasional childcare and where locals come together to learn, connect and grow through programs designed for education, enjoyment and social connection.

The BayCISS team is a skilled and generous group from a wide range of backgrounds including social work, nursing, teaching, accounting, law, marketing, counselling and more. Our volunteers remain the backbone of our organisation; without them, we simply couldn't offer the breadth of support we do. We are also proud to provide meaningful, place-based learning experiences for students, who give as much as they gain.

We remain hopeful and motivated to support people where they are at. Guided by a strengths-based approach, we focus on encouraging positive change and recovery always aiming to move beyond transactional emergency relief toward lasting impact.

I remain ever grateful for the BayCISS team and the people I encounter each day. Their strength, courage and kindness inspire me to keep working for the good of those who need us most.



Rose doing her favourite thing - talking about BayCISS! Speaking to (at the time) Peter Dutton, Leader of the Opposition; Jane Hume, Senator for Victoria and Tim Wilson, Candidate for Goldstein.



Rose popped out to meet our generous fresh food donors. Fresh Connection Brighton (left) and Moorabbin Wholesale Farmers Fresh Market (right)



A MESSAGE FROM SALLY KUHR CENTRE COORDINATOR - CASTLEFIELD

This year at Castlefield Community Centre has been one of connection, growth, and collective impact. Our community continues to create a welcoming, inclusive, and vibrant space where people can learn, make friends, focus on their wellbeing, and have a whole heap of fun! This year, our community shared how much the Centre has made a meaningful impact on their lives:

- 92% reported improved physical wellbeing
- 100% reported improved emotional wellbeing
- 100% reported stronger social connections
- 85% felt better overall wellbeing outside the Neighbourhood House
- 71% said they now have stronger support networks
- 82% felt a greater sense of belonging to the community
- 57% became more involved in the community

Other positive outcomes included:

- 13% took up volunteering
- 26% learned a new skill
- 6% got a job
- 4% found a new career pathway
- 33% made a friend
- 22% noted other positive changes

Meeting the growing needs of our community continues to be a challenge, but thanks to the dedication and passion of our small team, we were able to run 946 programs, activities, and support groups this year.

On behalf of our staff and volunteers, I want to thank everyone who has been part of our community this year. Your energy, participation, and stories continue to inspire us and shape our Centre. I feel so grateful to work within the community I live and love. Bring on next year!



Castlefield Community Centre values the strong partnerships we share with our local organisations & neighbours. We extend our warmest thanks to Sandy Beach Centre, Hampton and Highett Neighbourhood Houses, Brighton Recreation Centre, Cheltenham Community Centre, Bayside City Council, the RAW garden, Better Health Network, The Men's Shed, FamilyLife, Fruition Projects, Brighton Freemasons, Hailebury and St Leonard's College. Together, we collaborated on a range of initiatives including International Women's Day, RUOK Day, and outreach events across our local housing estates.



VOLUNTEER COORDINATOR

JENNIFER PEATFIELD

VOLUNTEERING FOR IMPACT AND COMMUNITY OUTCOMES

Volunteering at BayCISS can take many forms: driving, sorting through food, checking database entries, organising the pantry, sitting down with clients and listening to their stories, applying for grants, tidying the garden, chairing meetings. So many different ways that several hours a week can make a difference! Whilst each task may feel very different, they all make a significant contribution to our ability to help clients and make their lives a little easier.

We are very proud of our dedicated volunteer base, and very happy to report that we have also had 20 new volunteers who have started here (and 10 who are ongoing) since July 2024. Without our volunteers we would not be able to open our doors 5 days a week and I would like to thank everyone for their commitment and their passion. It makes working in the community so much easier when there are so many good people around. "Selfless action is a source of strength" – Mahatma Gandhi.

This year our volunteers have contributed over 5,000 hours to BayCISS which equates to over \$225,000 worth of equivalent wages*.

*The basis of this wages equivalent calculation is taken from the bi-annual Australian Bureau of Statistics (ABS) average weekly earnings figures for Australia.



As a retiree it was time to start doing something positive for the community and myself so I had an interview with Rose and Bridgette and started the following week.

I find the work to be rewarding knowing that the little I can do in the grand scheme is helping someone somehow. The fellow team members are a great group with laughs and jokes while getting our work done. Suggestions for possible improvements are listened to seriously, making you feel like a real team member and your time and experience is valued.





CASEWORKER & STUDENT COORDINATOR

BRIDGETTE MORTENSEN

Growth is the key word when reflecting on the student program for the 2024-2025 financial year. Our student program is a key player in the growth of the networks of support our service users rely on. Over the span of this financial year we have been able to take on more students concurrently from a wider network of schools. While the growth comes with additional challenges with scheduling it has allowed us to be more selective and ensure we are working with high quality students who are able to bring new knowledge and perspectives to our work. This service would not be what it is without the value and enthusiasm our students bring to it every day.

The continued fostering of both old and new relationships in the sector has proved incredibly beneficial. By bolstering our student numbers we continued providing exceptional learning experiences and strengthened our casework support. This year we welcomed Acknowledge Education (formerly Stotts College), Swinburne University and Australian College of Applied Professional to the growing ranks of education providers working with BayCISS. The feedback provided by former students and education providers has been unanimously glowing and continues to inspire us to new heights when envisioning what we may achieve moving forward.



John & Amira (Students)



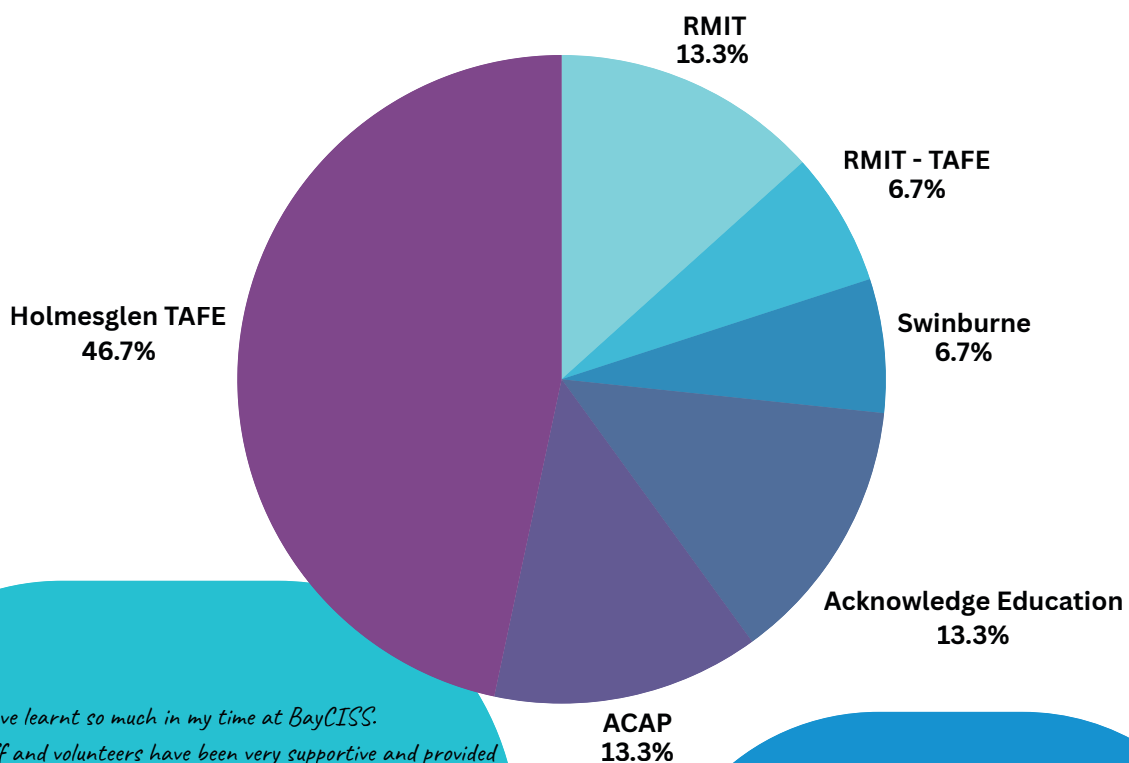
Nirodha (Student)



Monique (Student)

The increased demand for placement positions at BayCISS has afforded us the opportunity to be more selective with our applicants to ensure we are selecting the best students for our service with regards to skill set, prior experience and our service culture. The aim for the next financial year is to focus heavily on quality of training and supervision to ensure that we continue to deliver an exceptional program that creates exceptional graduates. To this end I will focus on continuing to work closely with education providers to extend and build on the knowledge the students have gained during their course and provide relevant and practical onsite guidance to both help our community members as effectively as possible and ensure students are well equipped to enter the workforce and demonstrate to the wider community the incredible quality of placement at BayCISS.

Student Placements



I have learnt so much in my time at BayCISS. The team of staff and volunteers have been very supportive and provided invaluable guidance and learning opportunities for me throughout my placement. It has been a privilege to gain experience in an organisation that works with such a diverse range of people who are supported by BayCISS in so many different ways. To be learning in a team that offers this wraparound support has been enlightening.
 Monique, MSW - RMIT

Beginning my first Social Work placement with BayCISS this month, I've been exposed to so many new and challenging experiences with clients. Each experience has come with supervision and support that has a strong theoretical perspective that puts clients at the centre, while still being deeply practical. I feel like I'm in safe hands and that I've got the space to develop my own practice. Keen to see where the rest of the year takes us!
 Philip, MSW - RMIT



FAMILY COUNSELLING

LOUISE GREENSLADE &
AMANDA FERRUCCI

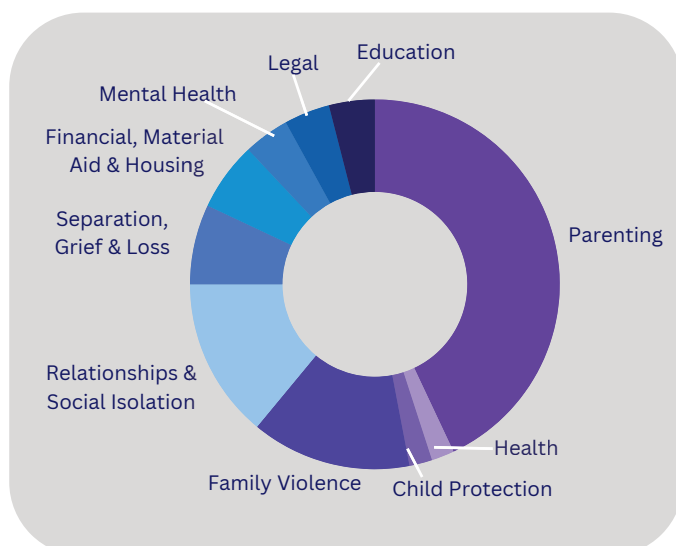
We provided 1,714 hours of service to 60 families in the 2024-25 Financial Year. This is 49% above our target.

Our referral sources include self referrals, internal referrals, maternal and child health professionals

The Family Counselling program also receives referrals from The Orange Door as part of our DFFH funding agreement to provide counselling within the Integrated Family Services program. Historically, many of the referrals from our own caseworkers have also had The Orange Door involvement.

Family Counselling is an important part of BayCISS' wraparound services providing the right support to parents and carers when it's most helpful.

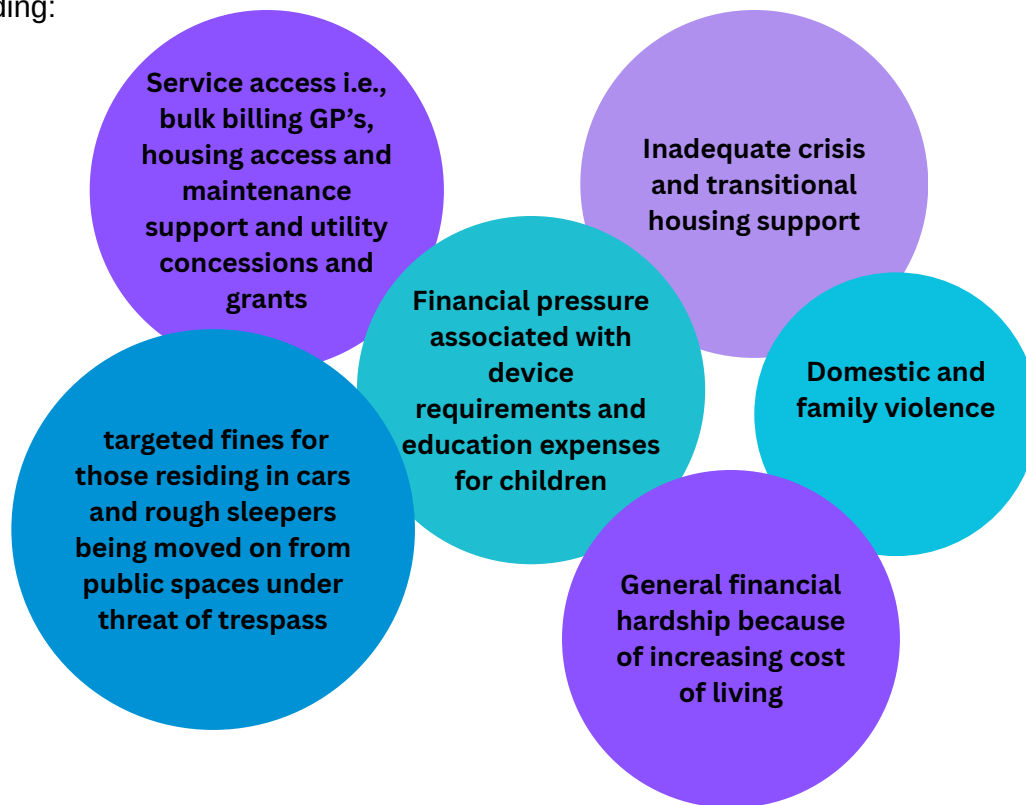
Presenting Concerns



OUR CLIENTS

BRIDGETTE MORTENSEN

Casework at BayCISS is incredibly well positioned at the forefront of issues impacting our community members and there to provide both short and long-term support. We ensure that we are available to address clients both new and returning with emergent support for crisis and sudden problems. Further, caseworkers are present for longer term solutions focussed work that aims to educate and empower clients to work towards goals and address issues as they emerge; knowing they have the support of the team behind them. Over the 2024-2025 financial year the team has dealt with a variety of subject matter relevant to our clients' lives including:



Our casework team has worked tirelessly to assist community members to address their concerns and find practical, attainable solutions to ongoing problems. In response to growing needs in our community we have started two new outreach initiatives, BayCISS at Wilson Community House – Beaumaris and the Brighton Apartments Outreach sessions.

Wilson House and the Brighton Apartments

Hunters Story:

Hunter and his daughter came into Wilson house on or first day. They were referred by Centrelink where they were turned away due to their visa status. As asylum seekers they were quickly going through what savings they had smuggled out of their home country.

Hunter was a psychologist in his home country however due to strict registration requirements and difficulties with English could not continue this profession. The family consists of Hunter and his wife as well as their 3 children aged between 12-19. Two of these children would receive permission to start school within a month of them reaching out to BayCISS.

Hunter was desperate to enter the workforce to safeguard the family against homelessness. BayCISS connected them with our education support program for assistance with purchasing uniforms, laptops and stationery. Further caseworkers assisted Hunter with obtaining his white card, pick packer training, first aid and dangerous works licenses as well as work boots.

With this support Hunter was able to work while his daughters attended school. Hunter was also referred English as a second language programs to further assist him with his future career aspirations. While they will need ongoing support they are well positioned to begin their life in Australia in earnest

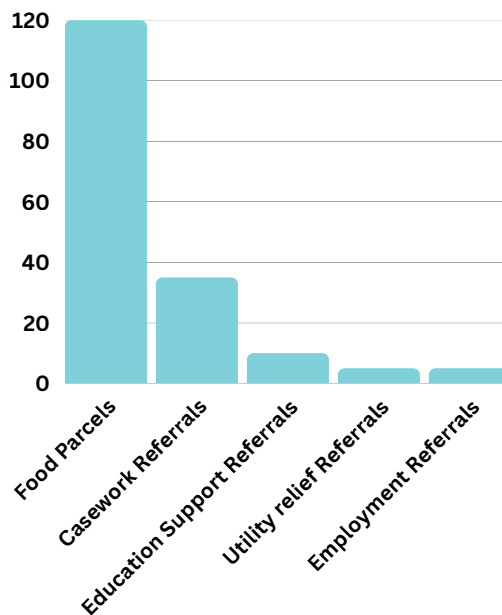
With the support of Bayside City Council and Bayside Community Emergency Relief, BayCISS established a short-term presence at the Brighton apartments built on New Street by Community Housing Limited (CHL). We aimed to increase community engagement and encourage residents to connect with BayCISS supports. We focused on addressing emerging community needs as identified by residents and staff. By hosting 6 pop-up events at the Brighton apartments between April and September, we provided onsite wraparound services including emergency relief, information, referrals and support. The pop-ups allowed us to directly connect with the residents and provide immediate support while creating a greater awareness of BayCISS and the services we offer.

"I'm very grateful to have met you and have your support. I feel very looked after"

"Many services don't seem to come here, I don't know why, but I'm glad you guys come out."

"It's very hard to get to BayCISS on public transport so coming here is incredibly helpful"

New St Support



Meet a few of our wonderful

BAYCISS SUPPORTERS



Deborah Lawrence (Kieser Sandringham) with Rose Paduano (BayCISS CEO). Kieser held a fundraiser with trainers being trained by clients as an auction prize!



Deb Brook (BCER) has spent another year supporting our emergency relief program, sourcing food donations, sleeping bags, toiletries and more. Deb remains unstoppable!



Christmas Appeal food donations from Nick Staikos MP and the Lions Club of Moorabbin with Rose & Bridgette.



Another incredible effort by the Woodlands Golf Club - Rose (looking thrilled) with Cameron Tortolano (General Manager) Fundraising by the Women's Working Group. Sandra Girvan (Women's President), Sandra Mirams (Women's Committee), Jenny Lumsden and Fiona Harvey (Women's Captain)



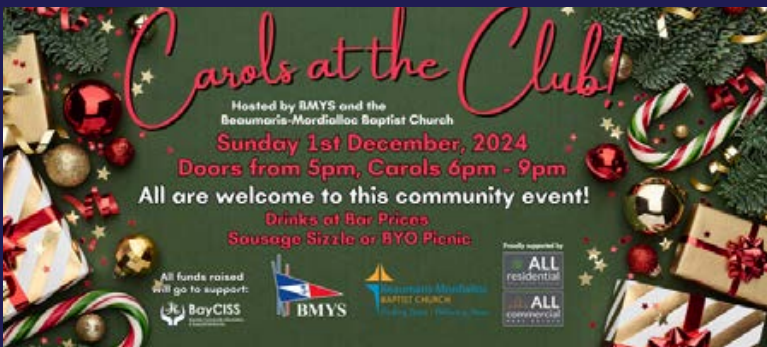
Lee Murray from Sandringham Lions Club contributes so much to so many and in particular, with fellow Lions, cooks up a storm each month in the Vino e Vita kitchen to provide healthy meals for BayCISS peeps.



Geoff Tickner (Hampton Rotary Club) generously donated Mother's Day Gift Packs for vulnerable mothers and men's Christmas gift packs for those who usually miss out.



Another year of the wonderful Lennie's Van rolling up each fortnight during school terms at BayCISS to provide a healthy lunch, some fruit and vegetables to take home and a friendly chat. It is a highly valued interaction by so many.

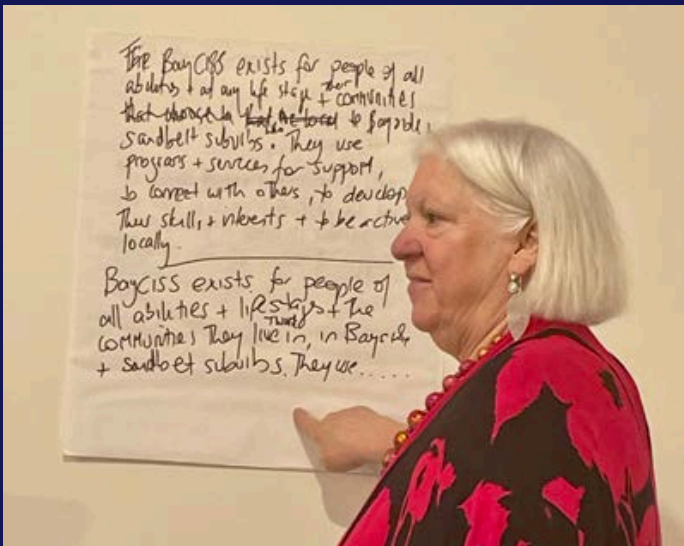


Huge thank you to the Beumaris Motor Yacht Squadron and Beumaris Mordialloc Baptist Church for running this gorgeous fundraiser.



The fabulous team at Moose Toys not only donated loads of Christmas gifts for our families in need but they all spent time gift wrapping and collecting them under a BayCISS tree!

20 New Volunteers
 Student Placements
 from:
 Holmesglen : 7
 ACAP: 2
 Swinburne: 1
 Acknowledge
 Education: 2
 RMIT: 2
 RMIT Tafe: 1



Viv Cunningham-Smith donated her time to facilitate our Committee Strategic Planning day



All Souls Opportunity Shop & Church have once again provided significant support for the BayCISS Casework and emergency relief program. They are quiet achievers with generous hearts.



St Paul's Primary School tailored huge gift hampers for 15 of our most vulnerable families to spread hope and happiness.



Graeme volunteers his time each week to clean, sort, carry, pack, make coffee and always makes us smile. He even came on the weekend to hand out Christmas hampers!

CONNECTING OUR COMMUNITY CASTLEFIELD COMMUNITY CENTRE

*"It's such a wonderful, friendly and all inclusive community. I enjoy social & physical benefits of attending Castlefield."
Annie*

*"The atmosphere is warm and welcoming. Most importantly, my daughter absolutely loves coming here."
Inae*

*"Being part of Castlefield has been such a positive experience. I've met great people, felt welcomed, and always enjoy being part of something that brings the community together. It's a place where you feel included and appreciated."
Kerry*



"I love coming to Castlefield, it's a highlight of my week."

CASTLEFIELD CHILDCARE & PLAYGROUP



Our childcare programs have continued to grow and shine, supporting and nurturing the youngest members of our community. Throughout the year, our educators have created safe, welcoming spaces for children to come and play, often taking their first steps away from their parents' care. They have captured the imagination of the children in their programs, offering rich, play-based learning experiences where children explored their surroundings, discovered new cultures, cared for animals, listened to stories, and sang songs together. These experiences have helped children develop their motor, social, emotional, language, and cognitive skills, all while having lots of fun.

Each term, we've continued to offer free or funded positions to support families experiencing hardship or vulnerability. These places ensure that all children, no matter their circumstances, have access to quality care and learning. In many ways, we've become the 'village' that some families may not otherwise have, a true reflection of the dedication and heart our incredible team brings every day. A big thank you to Lynne, Robyn, Leintje, Kara, Jen and Gen for their warmth, creativity, and care in making our childcare programs such a special place for children and families.



This year, our playgroups continued to be vibrant spaces where children could play, explore, and learn while their parents and carers connected. Lindy facilitated a range of activities that sparked children's imaginations and encouraged social interaction. Her enthusiasm & thoughtful approach have helped our playgroups strengthen community bonds and provide a supportive network for families.

TESTIMONIALS

- *"The warmth and comfort we've received has been second to none. Hannah loves her teachers, and we feel very confident leaving her in their care."* Jemma K
- *"Our son has gained friendships and everyday skills like sharing and songs. He loves attending, and the educators are household names in our home."* Imogene
- *"Both of my toddlers looked forward to their weekly sessions. It was the perfect stepping stone before kinder, and we really appreciate all the educators."* Sarah P
- *"We love that our kids can attend together. The educators are kind, gentle, and fun. It's also a great environment for anxious children."* Eloise S



CASTLEFIELD SNAPSHOT

The average number of people who visited our Centre per week

719

81

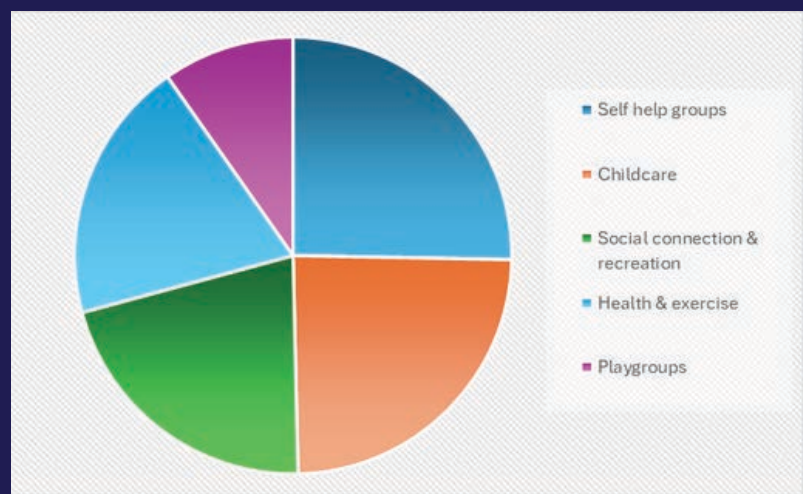
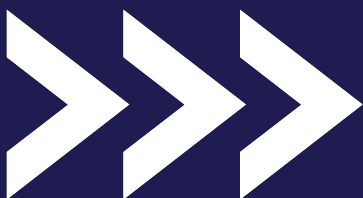
The number of hours per week that our venue was used

66 volunteer hours contributed each week

946 programs & support groups delivered

26 active partnerships

Our Programs



CASTLEFIELD STAFF & VOLUNTEERS

Rose Paduano (Executive Officer)

Sally Kuhr (Centre Coordinator)

Shauna Noble (Office Administrator and LPS Facilitator)

Lynne Wakeham (Childcare Coordinator)

Robyn Watts (Childcare Assistant)

Leintje Cusmano (Volunteer & Relief Educator)

Lindy Legat (Playgroup Facilitator)

Kara Legat (Childcare trainee & volunteer)

Kim Martin (Office Administrator and Policy writer)

Helen Byrne (Building Blocks

facilitators)Genevieve Duncan (Childcare)

Helen Bolton (LPS volunteer)

Ron Takdare (MMMt Volunteer)

Laurina (MMMt Volunteer)

Bonnie Harris (Quilting Program Facilitator)

Desika (Community Garden Volunteer)

Judy Fullager (Bridge Program Facilitator)

CASTLEFIELD HIGHLIGHTS



CHILDREN'S FESTIVAL

Our Children's Week celebration was a wonderful success, bringing together families from across Bayside for a day of connection, fun, and festivities. The event attracted over 150 attendees, with all available tickets booked, demonstrating the strong demand for free, family-friendly activities and reinforcing Castlefield Community Centre's role in creating opportunities for people to come through our doors. Families described the event as warm and engaging, with one parent noting, "The festival is such a great way to meet other families and feel part of the community."

GrandPLAY

As part of our commitment to intergenerational connection, Castlefield Community Centre launched GrandPlay, a weekly playgroup for grandparents and their grandchildren. Held each Monday morning, it quickly became a much-loved program where families connect, share stories, and enjoy playful learning together.

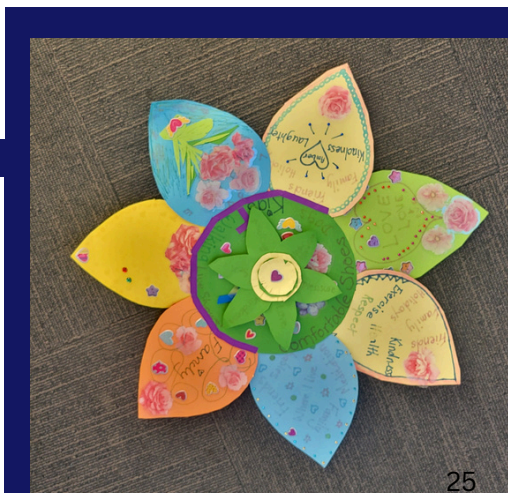
To complement the playgroup, we hosted grandparent workshops with Kathy Walker OAM, founder of Walker Learning, exploring topics such as child development, caregiving, boundaries, emotional support, and technology.

Together, GrandPlay and the workshops fostered connection, learning, and celebration of the vital role grandparents play in family and community life.

Thank you to Bayside City Council who supported this program.

INTERNATIONAL WOMEN'S DAY

In partnership with Family Life, Castlefield Community Centre celebrated International Women's Day with an uplifting event that brought women from our local community together. The gathering provided a warm and inclusive space for connection, conversation & celebration.



CASTLEFIELD HIGHLIGHTS

COMMUNITY GARDEN

Our Community Garden has blossomed this year thanks to the generous support of the Bayside Men's Shed and the dedication of our wonderful volunteers. The Men's Shed built new wicking beds, creating sustainable and easy-to-maintain growing spaces, while volunteers worked tirelessly to refresh the garden and bring it to life. Together, they transformed the space into not only a thriving garden but also a magical place for children to play, explore, and learn about nature.

A special thanks to our volunteer, Desika, whose dedication, hard work, and care are central to the garden's success. Her passion and commitment have helped create a thriving space that nurtures both plants and people.



LPS PARTNERSHIP

This year, Castlefield strengthened our partnership with residents of the Ludstone & Passchendaele Street Housing Estate (LPS) through morning teas, excursions, and festive celebrations. A major milestone was supporting residents to successfully advocate for independent access to their community facility, enabling them to host their own programs and events with confidence and pride.

Special thanks to Shauna Noble, Helen Bolton, and Joanne Clark, whose dedication and passion have been central to the success of this partnership.



PANTRY PARTNERS



Pantry Partners has continued to grow with more schools, sporting groups, kindergartens, childcare organisations and others holding food drives to help us keep our shelves stocked.

The program provides materials such as posters, food drive ideas and food tubs along with guest speakers to share information about our work and the ever increasing requests for food support.

We welcome new members who are interested in setting up a food drive to contribute to our emergency relief program. Please scan the QR Code above to register your interest.



Moose Toys joined Pantry Partners this year!



Bayside Early Learning Centre joined Pantry Partners



Moorabbin Primary School brought in a hefty collection fuelled by the promise of pizza for the winning class! Principal Noxia Angelides with SRC Leaders who championed the successful food drive

VOLUNTEER-POWERED BAYCISS PROGRAMS

NO INTEREST LOAN SCHEME (NILS)

JUDY & SHIRLEY



Judy has just clocked up 10 years of supporting vulnerable people to access a NILS loan. Both Judy and Shirley have recently retired from BayCISS and we thank them most sincerely for their contributions.

140 people came to BayCISS over the last year seeking support to apply for a No Interest Loan (NILs). As always, not all applications progress to a loan, but all applicants receive significant support with budgetting and planning and are able to access the wraparound BayCISS supports.

PROGRAM SUPPORT

Some volunteers pop up across programs whenever help is needed. Janet is one of those volunteers! She is the Vice President of the Committee, the Coordinator of the Education Support Program and a trained locum Support Worker who steps in when we need a hand. Pictured below collecting donated items from Our Village for a vulnerable parent.



PREPARE4WORK

AMANDA & NETTA

EMPOWERING CLIENTS TO ACHIEVE EMPLOYMENT &
BUILD CONNECTIONS



Amanda and Netta (BayCISS Prepare4Work Volunteers) supported around 100 clients this year on their job search journey. Community Bank Highett funding provided essentials that stand between job searching and starting work. This client was offered a job that required work boots, vest and gloves before she could commence work. We were thrilled to remove this final barrier to employment.

During this second year of the program, clients obtained roles in childcare, labouring, warehousing and retail/customer service. We also used funds to purchase forklift training, white cards, shoes, safety gear and even a pre-interview haircut!

Amanda was lucky to have volunteer Netta working with her for the last year. She brought invaluable skills and insights to the program including the introduction of the “Job Junction” whiteboard located in our new reception. It has a small selection of local jobs updated weekly. Some clients express an interest in these jobs and we found it encouraged others to start thinking about work. I have thoroughly enjoyed the year; it has been busy and very very rewarding. The ongoing support from Bridgette, Jen and Rose has been fabulous – so lovely to feel so supported and for opinions and ideas to be heard. I am looking forward to the year ahead.

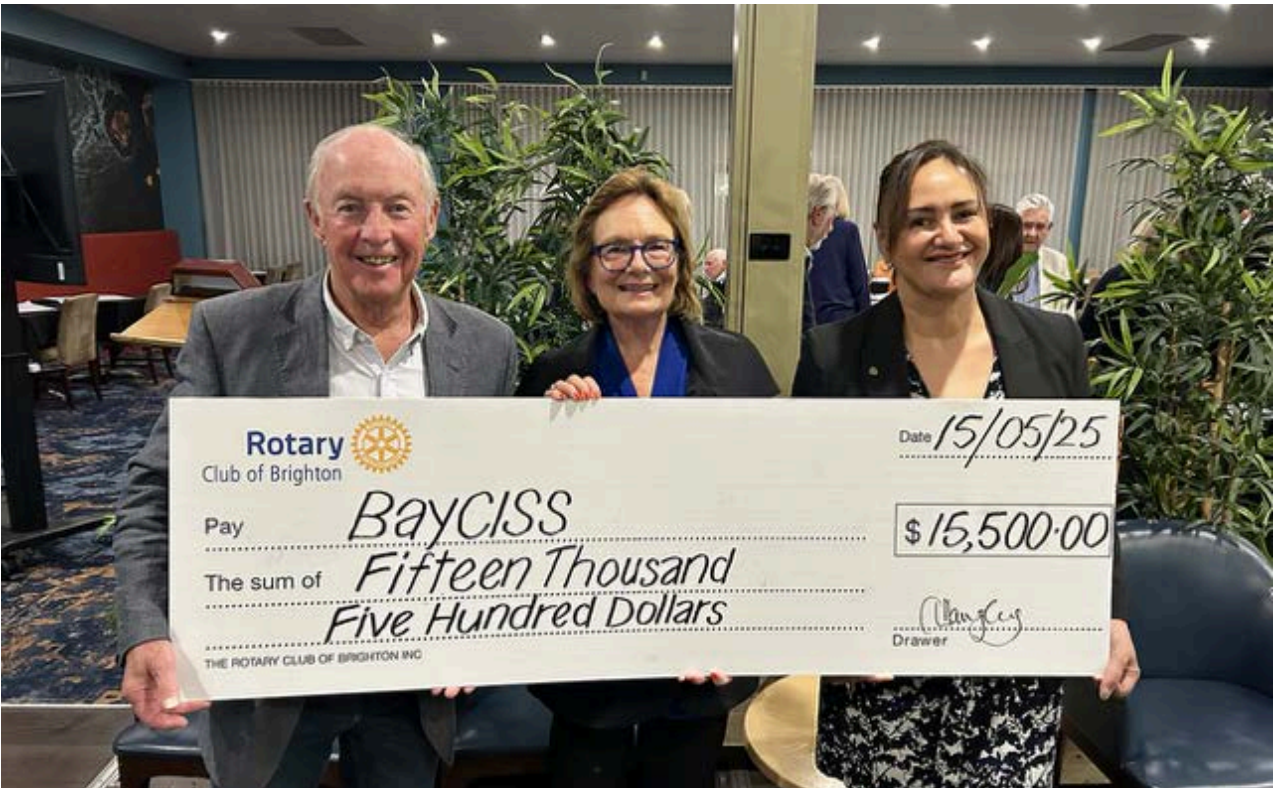
Prepare4Work proudly sponsored by

 Bendigo Bank

Community Bank
Highett

EDUCATION SUPPORT PROGRAM

JANET & MARGO



Rotary Club of Brighton Member & BayCISS President Geoffrey Cunningham with Janet Matheson (centre) who volunteers her time to oversee the BayCISS Education Support Program and Past Rotary Club of Brighton President Donna Wright.

The Educational Support Program is a much-loved program designed to support and keep students engaged in school. As education is a vital component of breaking intergenerational poverty, we think it's a wonderful addition to our wraparound supports.

This program is fully funded through the generosity of grants and donations, predominately from the Rotary Club of Brighton and the Rotary Club of Brighton Charitable Foundation. Since 2020, the Foundation has raised over \$100,000!

Camps, textbooks, excursions and other cost associated with schooling such as swimming lessons have been the main focus of the ESP grants. However, applications are beginning to include other school requirements such as laptops. Challenges to meet these charges can adversely affect the ability of students to attend funded activities with schools imposing sanctions on students when families do not pay these 'essential cost'.

The ESP fund deals with applications from schools, however, the fund has increasingly been used to support BayCISS clients thus ensuring that the program is assisting those in most need and from our catchment areas. In the last financial year the ESP fund has assisted over 40 families with education costs.

BayCISS Education Support Program: Generously supported by Rotary Club of Brighton



BayCISS VOLUNTEER TEAM



Adele	Frank	Joanna	Margo
Alysha	Geoffrey	John	Netta
Amanda	George	Judy S	Pauline
Anne	Glenda	Judy T	Richard
Annette	Graeme	Kat	Robyn
Annie	Grant	Kathy	Rose
Arthur	Greg	Kerry	Russell
Barry	Haydn	Kira	Ruth
Carol	Heather	Laura	Sandy
Caroline	Helen	Laurina	Shirley
Chrisly	Hilary	Leeanne	Sophia
Daniel	Jan	Linda	Syma
David	Janet	Lynda	Terry
Deborah	Jasmine	Liz	Wayne
Elaine	Jenny	Lorraine	Wendy
Elizabeth	Jess	Lyke	Wing
Emily		Lynda	Zoe

Better Together: We couldn't do what we do without these wonderful people!

thank you

Thank you!

We simply couldn't do the work we do without the generous support of the following businesses, community groups, organisations and individuals.

Carol and Gordon Adams | [Adore Beauty](#) | Aldi Supermarkets | [Alex Makes Meals](#) | Alice Alexander | [All Saints Anglican Church](#) | All Souls Sandringham | [Anthony](#) | Bakers Delight Highett | [Bambini Childcare Brighton East](#) | Valentyna Batchenko | [Bayley House and Ormond Fresh](#) | Bayside City Council | [Bayside Community Emergency Relief](#) | Bayside Early Learning Centre | [Bayside Libraries](#) | Beaumaris Mordialloc Baptist Church | [Beaumaris Lions](#) | Beaumaris Rotary | [Beaumaris Uniting Church](#) | Shirang Bhatt | [Roberta Boyce](#) | Brighton Antiques | [Brighton Beach Primary School](#) | Brighton Junior Explorers | [Brighton Rotary](#) | Brighton North Primary School | [Brighton North Rotary](#) | Morgan Bullen | [Bunnings Mentone](#) | Carol | [Carolina](#) | Charman Uniting Church | [Cheltenham Centrelink](#) | Stella Chivers | [City of Kingston](#) | Jack Collister | [Community Connections](#) | Costco Moorabbin | [Cotton On Group](#) | CWA Cheltenham | [Charlie Daalder](#) | Danielle | [D'Arcy Family](#) | Peter Deverill | [Christina Diamond](#) | Brian Dickinson | [Geoff Dobbs](#) | "Eastern" Mahjong Ladies at Hampton Bowls Club | [Explorers Brighton East](#) | Heather Eynard | [Food Filled](#) | Malcom Fisher | [Lyubov Flanagan](#) | Fresh Connection Brighton | [GapMaps](#) | Germain Street Kinder | [Russell Gibbs](#) | Good Vibe Society (Sylvie Berchick) | [Grange Road Kindergarten](#) | Jennifer Halliday | [Hampton Primary School](#) | Amelie and Rafael Herry | [Highett Neighbourhood Community House & Hampton Community Centre](#) | Highett Progress Foundation | [Nicholas Hiscock](#) | Holland Foundation | [Grant Holland](#) | Holloway Bend Scout Group | [John Holly](#) | Elsie Hopkins | [Julian](#) | Kaye | [Kieser Sandringham](#) | Kingston Arts | [Kirsty](#) | Kiwanis | [KOGO](#) | Leighmoor Uniting Church | [Levett Family](#) | Lind Family | [Lions International](#) | Lynda | [Lutheran Trinity Church](#) | Lyndal | Zahra Mahmoud | [Shalom Master](#) | Mayfield Childcare Centre | [Ian McCartney](#) | Danielle McNamara | [Laura Mildwaters](#) | Claire Miller | [Moorabbin Lions](#) | Moorabbin Primary School | [Moorabbin Wholesale Farmers Market](#) | Moose Toys | [Nappy Collective](#) | Kim Norden | [Megan O'Shanneshey](#) | Pantry Partners | [Parkdale Secondary College](#) | Paula- Bell Property | [Nerissa Parker](#) | Office of Brad Roswell & Staff | [Office of James Newbury & Staff](#) | Office of Nick Staikos & Staff | [Office of Zoe Daniel & Staff](#) | Officeworks Highett | [Our Village](#) | Pets of the Homeless | [Pinchapoo](#) | Polly | [Purebaby](#) | Carol Pye | [Queens Fund](#) | Rochelle | [Royal Melbourne Golf Club](#) | St Davids | [St James Lutheran Church](#) | St Leonards College | [St Mary's Primary School](#) | St Peters Kindergarten | [St Pauls Primary School](#) | Sacred Heart Primary School | [Samantha](#) | Sandringham Lions | [Souper Kitchen](#) | Sandringham Primary School | [Sandringham Rotary](#) | Sandringham Signs | [Sandybeach Centre](#) | Teresa Savage | [Kate Scare](#) | Share the Dignity | [Judy & Barry Schofield](#) | Isay Shostak | [Simplot](#) | Jillian Smith | [Soroptimist International Brighton & Southern Districts](#) | Southmoor Primary School | [Aaron Steele](#) | Isaac Stretton | [Stefania](#) | Sue | [The Hall Foundation](#) | Tony | [Trinity Uniting Church](#) | Tucker Road Primary School | [Ellenor Velev](#) | Jeremy Watson | [WBNA](#) | Woodlands Golf Club | [Susan Woods](#) |

....and thanks to all of the anonymous supporters who drop off supplies on their way past!



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St Leonard's College



THE ROYAL MELBOURNE GOLF CLUB





Independent Auditor's Review Report

To The Committee of Management of Bayside Community Information & Support Service Inc

Report on the Financial Report

I have reviewed the accompanying special purpose financial report of the Bayside Community Information & Support Service Inc for the year ended 30 June 2025. This report comprises the Committee's Report, Balance Sheet, Comprehensive Income Statement, Cash Flow Statement, Statement of Change in Equity and Notes to and Forming Part of the Financial Statements (which comprise a summary of significant accounting policies and other explanatory information).

The Committee of Management's Responsibility for the Financial Report

The Committee of Management of the entity is responsible for the preparation of the special purpose financial report that gives a true and fair view in accordance with Australian Accounting Standards and the Associations Incorporation Reform Act 2012 (Vic.) ("The Act") and for such internal control as the committee determines is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

My responsibility is to express a conclusion on the financial report based on my review. I conducted my review in accordance with the Auditing Standard on Review Engagements ASRE 2415 Review of a Financial Report, in order to state whether, on the basis of the procedures described, I have become aware of any matter that makes me believe that the financial report is not in accordance with The Act including: giving a true and fair view of the company's financial position as at 30 June 2025 and its performance for the year ended on that date; and complying with Australian Accounting Standards and The Act. ASRE 2415 requires that I comply with the ethical requirements relevant to the review of the financial report.

A review of a financial report consists of making enquiries, primarily of persons responsible for financial and accounting matters, and applying analytical and other review procedures. A review is substantially less in scope than an audit conducted in accordance with Australian Auditing Standards and consequently does not enable me to obtain assurance that I would become aware of all significant matters that might be identified in an audit. Accordingly, I do not express an audit opinion.

Independence

In conducting my review, I have complied with the independence requirements of The Act. I confirm that the independence declaration required by The Act which has been given to the committee would be in the same terms if given to the committee as at the time of this auditor's review report.

Conclusion

Based on my review, which is not an audit, I have not become aware of any matter that makes me believe that the special purpose financial report of Bayside Community Information & Support Service Inc. is not in accordance with The Act including:

- a) Giving a true and fair view of the entity's financial position as at 30 June, 2025, and of its performance for the year ended on that date; and
- b) Complying with Australian Accounting Standards and The Act.

Dated this 27th day of October, 2025
Caulfield

DIAMOND PARTNERS PTY LTD
Chartered Accountants



.....
Director

BAYSIDE COMMUNITY INFORMATION & SUPPORT SERVICE INC.
ABN 55 744 288 093

FINANCIAL STATEMENTS

30 June 2025

COMMITTEE'S REPORT

In respect of the financial year ended 30 June 2025, the Committee of Bayside Community Information & Support Service Inc. (BayCISS) submits the following financial report.

1. THE NAMES OF THE COMMITTEE MEMBERS AT THE DATE OF THIS REPORT

PRESIDENT	Kathy Walker OAM
VICE PRESIDENT	Janet Matheson
TREASURER	Glenda Harkin
SECRETARY	Kat Mattila Miller

MEMBERS

Geoffrey Cunningham

Arne Buchholz

Angela Spinney

Heather Stacy AM

Joanna White

Executive Officer Rose Paduano

2. PRINCIPAL ACTIVITY

BayCISS principal activity is the provision of impartial and confidential support, aid, information, counselling and referral services, to the Bayside and Kingston communities, the provision of emergency relief to families to assist in meeting the basic living needs of disadvantaged people within the community, provision of education support for school students, occasional childcare to pre-school children and support activities and programs.

3. TRADING RESULTS

The Loss for the year ended 30 June 2025 was \$6,019.40.

4. COMMITTEE MEMBER'S BENEFITS

Since the end of the previous financial year, no committee member has received or become entitled to receive a benefit (other than a benefit included in the aggregate amount of emoluments received or due and receivable by committee members) by reason of a contract made with BayCISS or with a related entity with the committee member or with a firm of which they are a member, or with a company in which they have a substantial financial interest.

5. COMMITTEE MEMBER'S STATEMENT

In accordance with a resolution of the committee of Bayside Community Information & Support Service Inc, in the opinion of the members of the committee:

- a. The financial statements and notes, as set out in this report, present fairly BayCISS financial position as at 30 June 2025 and its performance for the year ended on that date in accordance with Australian Accounting Standards and other mandatory professional reporting requirements;
- b. At the date of this statement there are reasonable grounds to believe that BayCISS will be able to pay its debts as and when they fall due.

Signed for and on behalf of the Committee:



Kathy Walker OAM – President
Melbourne

23 October 2025



Glenda Harkin – Treasurer
Melbourne

23 October 2025

These accounts are to be read in conjunction with the accompanying notes.

BAYSIDE COMMUNITY INFORMATION & SUPPORT SERVICE INC.
ABN 55 744 288 093

BALANCE SHEET AT 30 JUNE 2025

These accounts are to be read in conjunction with the accompanying notes.

	2025 FY	2024 FY
CURRENT ASSETS		
Cash and cash equivalent	458,402	484,386
Receivables-(Loan to Employee)	3,297	0
Other	100	200
TOTAL CURRENT ASSETS	461,799	484,586
NON-CURRENT ASSETS		
Property, Plant, Equipment	0	0
TOTAL ASSETS	461,799	484,586
CURRENT LIABILITIES		
Provisions	71,859	76,081
Other	65,745	78,291
TOTAL CURRENT LIABILITIES	137,604	154,372
NON-CURRENT LIABILITIES	0	0
TOTAL LIABILITIES	137,604	154,372
NET ASSETS	324,195	330,214
EQUITY		
Retained Profit	324,195	330,214
TOTAL EQUITIES	324,195	330,214

COMPREHENSIVE INCOME STATEMENT FOR THE YEAR ENDED 30 June 2025

	2025	2024
Revenues from ordinary activities		
Receipts from donations	253,650	236,794
Receipts from operations	145,169	136,594
Government grants	609,548	578,388
Interest	13,008	11,970
Total revenues from ordinary activities	1,021,375	963,746
Expenses from ordinary activities		
Employee Benefits Expenses	751,395	695,999
Other expenses		
Emergency relief	98,366	115,485
Education Support	91,635	34,239
Castlefield	28,635	90,836
Assets Immediate Write Off	57,363	1,325
Total expenses excluding employee Benefits	275,999	298,059
Total expenses from ordinary activities	1,027,394	994,058
Loss/ Profit from ordinary activities	-6,019	-30,312
income tax expenses relating to ordinary activities	0	0
Other comprehensive income	0	0
Net operating (Loss)/ Profit from comprehensive income	-6,019	-30,312

CASH FLOW STATEMENT FOR THE YEAR ENDED 30 JUNE 2025

	2025	2024
Revenues from ordinary activities		
Receipts from donations	253,650	236,794
Receipts from operations	145,169	136,594

BAYSIDE COMMUNITY INFORMATION & SUPPORT SERVICE INC.
ABN 55 744 288 093

Government grants	<u>609,548</u>	<u>578,827</u>
	1,008,367	952,215
Total revenues from ordinary activities	1,008,367	952,215
Payments to Suppliers	1,044,062	981,796
Net cash flow from operating activities	-35,695	-29,581
Cash flow from investing activities	13,008	11,970
Net Cash flow from investing activities	-22,687	-17,611
Loan made to employee	-3,297	0
Net increase in cash	-25,984	-17,631
Cash at start of financial year	484,386	501,997
Cash at end of financial year	458,402	484,386

STATEMENT OF CHANGE IN EQUITY FOR THE YEAR ENDED 30 June 2025

	2025	2024
Balance at beginning of financial year	330,214	360,526
Comprehensive (Loss)/ Income for year	-6,019	-30,312
Balance at end of financial year	324,195	330,214

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR YEAR ENDING 30 June 2025

1. Bayside Community Information & Support Service Inc.

BayCISS is a not-for-profit charity providing crisis and emergency food relief assistance to disadvantaged and very low-income citizens in our community, a free confidential information and referral service, child care programs and support services to low-income families and a family counselling service. Those seeking support are in crisis and often require help for issues such as homelessness, financial hardship, disability, mental illness, drug and alcohol dependency, family violence, social isolation, or gambling addiction.

2. Summary of significant accounting policies

The principal accounting policies adopted by BayCISS are stated to assist in a general understanding of these accounts. These policies have been consistently applied except as otherwise indicated.

The accounts have been prepared in accordance with the requirements in Schedule 5 to the Corporations Regulations.

The financial report is for BayCISS as an individual entity, and it has been prepared on an accrual basis.

(a) Basis of accounting

These accounts are a special purpose financial report which has been prepared for the sole purpose of complying with the Associations Incorporations Reform Act 2012 (Vic.) requirement to prepare and present accounts to the members at the organisation's annual general meeting and must not be used for any other purpose. BayCISS has been confirmed as a charitable institution for tax purposes.

The Committee Members have applied Australian Accounting Standards and Statements of Accounting Concepts where applicable.

(b) Accounting standards issued but not yet operative

The potential future impact of Accounting Standards issued at the date of the report but not yet operative have been considered. It has been determined that the implementation of these standards will not result in any material adjustments or changes to these accounts.

(c) Depreciation and amortization of property, plant, and equipment

Depreciation of assets is calculated on a straight-line basis based on the expected useful life of each asset.

(d) Income tax

No provision has been made for the payment of taxation. A letter from the ATO dated 17 August 2007 confirmed the endorsement of BayCISS as a public benevolent institution under section 4.1.1 of subdivision 30B of the Income Tax Assessment Act of 1997 tax deductible gift recipient. A further letter dated September 2006 endorses BayCISS as a Tax Concession Charity under item 1.1 of the table to Section 50-5 of the Income Tax Assessment Act of 1997.).

3. Revenue recognition

Revenue from grants, donations, operations, and fund-raising activities is recognised on a cash basis and the entity has unconditional entitlement to those amounts.

(a) Charitable support

BayCISS receives funding from the Commonwealth and Victorian governments, from Bayside and Kingston City Councils and from a range of charitable organisations and private donors. However, as is common for organisations of this type, it is not always practical to establish accounting control over all sources of fund-raising activities prior to receipt of those funds by employees of BayCISS. Therefore, revenue is recognised when received. Some payments are subject to the achievement of predetermined milestones. BayCISS also receives interest on cash and short-term deposits which is recognised on a similar basis.

(b) Services of volunteers

BayCISS has a substantial number of volunteers including Members of the Committee, who donate their services to the organisation. No value is attributed to these services in the financial statements either as revenue or expense. The Manager is employed on terms and conditions appropriate to the level of responsibilities carried by the position and these terms and conditions are approved by the Committee.

(c) Cash and cash equivalents

Cash and cash equivalents comprise cash, bank accounts and short-term deposits maturing within 90 days. These are stated at fair value.

(d) Goods and services tax

Revenues, expenses, and assets are recognized net of the amount of goods and services tax ('GST'). Receivables and payables are stated with the amount of GST included. The net amount of GST recoverable from or payable to the ATO is included as a current asset or current liability in the statement of financial position.

(e) Equipment

Recognition and measurement
 Items of equipment are measured at cost less accumulated depreciation and any impairment losses.

(f) Depreciation

Depreciation is charged to the financial statement on a 'straight line' basis over the estimated useful life of each asset from the date on which they are acquired and are ready for use. The principal assets of BayCISS are plant and equipment which are depreciated over a period ranging from 3-10 years.

(g) Leased assets

BayCISS does not lease any of its assets. The premises it occupies are provided free of occupancy costs by Bayside City Council and are not subject to leases.

4. Cash flow reconciliation

(a) Cash

For the purpose of the statement of cash flows, BayCISS considers cash to include cash on hand and at banks. Cash at the end of the financial year as shown in the statement of cash flows is reconciled to the related items in the statement of financial position as follows:

		Notes	2025	2024
			\$	\$
Cash at Bank	General Account		53,456	124,227
	Term Deposit		404,946	360,159
Total cash			458,402	484,386

(b) Reconciliation of cash flows from operations with profit from ordinary activities after income tax

	Notes	2025	2024
Profit from ordinary activities after income tax		(6,019)	(30,312)
Depreciation		0	0
Changes in assets and liabilities			
Decrease in payables		(16,768)	12,262
Decrease in receivables		100	439
Asset purchases		0	0
Net cash provided/(used) by operating activities		(22,687)	(17,611)

5. Property, plant, and equipment

BayCISS fixed assets are as follows:

	2025	2024
Fixtures and fittings	11,593	11,593
Office furniture and equipment	54,674	54,674
Total fixed assets	66,267	66,267
Less: Provision for depreciation	66,267	66,267
Net fixed assets	0	0

6. Provision for Liabilities

A provision is recognised if, as a result of a past event, BayCISS has a present legal or constructive obligation that can be estimated reliably, and it is probable that an outflow of economic benefit will be required to settle the obligation. These provisions include provisions for holiday pay and long service leave for employees.

7. Donations

BayCISS is heavily reliant on donations from a number of sources who have given generous support to its activities. Donations were received from:

	2025	2024
Bendigo Bank	26,620	7,000
Good Shepherd Anglican Church	5,000	0
South East Water	20,000	0
Equity Trustees	5,000	5,000
All Souls Opportunity Shop	28,500	25,000
Royal Melbourne Golf Club Moorabbin	50,000	40,000
Justice Centre	17,600	15,000
Rotary Club of Brighton Charitable Trust	25,815	25,815

BAYSIDE COMMUNITY INFORMATION & SUPPORT SERVICE INC.
ABN 55 744 288 093

Rotary Club of Brighton	33,500	13,590
Rotary Club of Hampton	3,000	0
Rotary Club of Beaumaris	1,000	0
Bayside City Council	3,000	5,000
Rotary Club of Sandringham	0	3,000
Lions Club Sandringham	7,000	0
Christopher D'Arcy	5000	0
Rotary Club Beaumaris	0	2,000
Simplot	0	2,200
Woodlands Golf Club	0	13,000
Street Smart	0	4,000
Other	22,615	76,189
Total donations	253,650	236,794

8. Income from Operations

	2025	2024
Child Care Fees	77,440	69,260
Counselling Fees	0	0
Room Hire	18,720	67,334
Other Income	49,009	0
Education Support Program refund	0	0
Total Income from Operations	145,169	136,594

9. Income from Grants

Grants were received from the following organisations:

	2025	2024
Administration and Counsellors		
Bayside City Council	144,049	134,776
Department of Families, Fairness & Housing – Family Counsellors	173,651	165,950
Kingston City Council	45,454	36,879
Commonwealth Emergency Relief Grants	76,378	76,760
State Government Victoria – Business Support Fund	0	0
Philanthropic Grants	0	0
Castlefield		
Bayside City Council	73,127	69,486
Department of Families, Fairness & Housing - Neighbourhood house	96,889	94,537
Total Grants	609,548	578,388

10. Dividends

BayCISS has been incorporated on a not-for-profit basis and no dividends will be paid.

Thank you



**BayCISS Community
Information &
Support Service Inc.**
12 Katoomba Street
Hampton East



**BayCISS Castlefield
Community Centre**
505 Bluff Road
Hampton



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(03) 9068 3882

<https://bayciss.org.au>

<https://www.facebook.com/bayciss/>

<https://www.castlefield.org.au>

[https://www.facebook.com/
Castlefield-Community-Centre](https://www.facebook.com/Castlefield-Community-Centre)

BayCISS Strategic Plan 23-28:

<https://bit.ly/3Q1LSVX>